



Natural Heritage Program Botanist
Asset Management and Protection Division
Recruitment # 2006-12-6695

- INTERNAL JOB OPPORTUNITY -

AGENCY MISSION AND CHALLENGE:

The mission of the Department of Natural Resources (DNR) is to provide professional, forward-looking stewardship of our state lands, natural resources, and environment. DNR provides leadership under the Commissioner of Public Lands, an elected official, in creating a sustainable future for the State Trust Lands.

At the DNR, we envision a future in which our human and natural environment provides abundant and diverse social, ecological, and economic benefits for the people of Washington, in this and all future generations. In acting to ensure the vision, we ensure sustainability.

DNR manages over 5 million acres of state-owned land that includes forest, range, commercial, agricultural and aquatic lands. Since 1970 DNR-managed lands have generated \$6 billion that support public schools, state institutions and county services. These lands also provide public benefits that include fish and wildlife habitat, clean and abundant water and public access to outdoor recreation. The DNR operates with a biennial budget of approximately \$400 million and has over 1300 employees. For more information about the department, see the DNR website at www.dnr.wa.gov

Job Classification:

Natural Resources Scientist 3

Type of Position:

This is a permanent position.

This position is represented by the WFSE. Once appointed to this position the incumbent will be required to pay union dues or other representation fee within the first 30 days of employment.

Monthly Salary Range:

\$4,106 – \$5,258

Benefits Package:

Health and dental insurance, retirement pension, vacation, sick leave and holidays

Posting Date:

December 7, 2006

Closing Date:

December 14, 2006

Location:

Olympia, Washington

POSITION PROFILE

The person in this position serves as the lead rare plant botanist managing rare plant species conservation-related work, including long-range planning, of the Natural Heritage Program and the DNR. The person serves as a science consultant to the NHP and the DNR regarding conservation-related issues. The person also serves as an independent science consultant to other agencies and organizations. The person conducts various scientific projects, including research, inventory and monitoring, and is responsible for promoting the use of research information in land management and land-use decision-making.

The person in this position has the primary responsibility for identifying projects and work tasks, based on her/his assessment of the conservation needs of Washington's rare plant species. Projects are developed in several ways, including being designed and planned by the employee, through collaboration with partners, with other DNR managers, and with the supervisor. The supervisor is consulted and kept informed of project design and execution, but the employee has responsibility for project planning. The individual in this position has the responsibility of coordinating projects with other NHP scientists, as appropriate. This position reports to the Natural Heritage Program Manager and must interact with scientific, administrative, field and support personnel of DNR; field, scientific and administrative staff from other state and federal agencies; scientific researchers who are independent or affiliated with educational institutions; cooperating non-governmental partners; and the general public. There is often direct interaction with land managers as well. The employee works under the guidance of state and federal regulations, agency policies and procedures, and applicable collective bargaining agreements.

REQUIRED POSITION QUALIFICATIONS

This position requires the incumbent to have the following key knowledge and skills in order to perform the job functions described above:

- A Bachelor's degree with major study in botany, plant ecology or field of study dealing with the ecology or biology of native plant species.
- At least one year of professional scientific experience in rare plant inventory and/or monitoring and one year of rare plant conservation planning.
- Working knowledge of the flora of the Pacific Northwest, including an understanding of relevant conservation issues and principles for rare species.
- Working knowledge of, and experience applying, Natural Heritage methodology, specifically with regard to rare plant species.
- Familiarity with field inventory and monitoring techniques, including mapping tools and techniques, appropriate for rare plant species.
- Ability to effectively communicate scientific information to other scientists, land managers, policy makers, and others.
- Physical ability to work alone in undeveloped, remote, forested, or back-country landscapes and terrains.

This level of knowledge and skill is demonstrated through the ability of the incumbent to work independently to assess, design, plan and implement complex rare plant species research, inventory, monitoring and conservation planning projects; and to advise and manage others to achieve program goals.

DESIRED POSITION QUALIFICATIONS

- Experience using Natural Heritage methodology to establish priorities for conservation of rare plant species.
- Experience making conservation recommendations for rare plant species based upon application of Natural Heritage methodology, including recommendations for land acquisitions, management designations, land management activities, etc.
- Familiarity with genetic principles as they apply to population biology and rare plant species conservation.

SPECIAL POSITION REQUIREMENTS AND WORKING CONDITIONS

- Must be at least 18 years of age at the time of hire.
- The position includes a mix of office and fieldwork as well as travel to attend meetings, workshops, conferences, etc. While working in the office, a majority of the employees time will be spent at a personal computer and/or meeting with other staff members.
- The position requires a significant amount of travel, particularly during the field season. Occasional out-of-state travel is also expected. Because the position involves working on projects that are often funded by external parties, there will likely be occasions when evening and/or weekend work will be necessary.
- A valid drivers license and two years of driving experience.

WHO MAY APPLY

This recruitment is open to anyone who meets the required qualifications for this position and is currently employed by DNR.

APPLICATION PROCESS

To be considered for this position please submit:

- A letter of interest describing how your experience and qualifications relate to the job profile and the required and desired position qualifications. Indicate in your letter of interest how you learned of this opportunity.
- A resume and An online voluntary [Applicant Profile Questionnaire](#).

The first screening will be based on information contained in your letter of interest and your state application.

Submit all materials by the closing date to:

Electronic method preferred

dnrrecruiting@wadnr.gov

OR other method

Roberta Searles
Department of Natural Resources
PO BOX 47033
Olympia, WA 98504-7033

NOTE: Please indicate Natural Heritage Program Botanist, recruitment #2006-12-6695 in the subject line of your e-mail.

By submitting the application materials you are indicating that all information is true and correct to the best of your knowledge. You understand that the state may verify information and that untruthful or misleading information is cause for removal from applicant pool or dismissal if employed.

Questions? Please contact John Gamon at 360-902-1661 or e-mail us at DNRrecruiting@wadnr.gov.

This announcement is published by the Washington State Department of Natural Resources (DNR). The DNR is an equal opportunity employer. **Women, racial, and ethnic minorities, persons of disability, and disabled and Vietnam-era veterans are encouraged to apply.** Persons with a disability who need assistance during the screening process, or those needing this announcement in an alternative format may contact DNR's ADA Coordinator at (360) 902-1150. DNR may be contacted using the Washington State Telecommunications Relay Service (TTY) by dialing 711.